

HRC NEWS & VIEWS

Volume 11, Issue 1

January 2015

EMPLOYEE OF THE QUARTER



Congratulations to Pam Sawicki, Youth Security Specialist I, chosen as Employee of the Quarter for January, February and

March, 2015!

Pam is recognized by her co-worker with this nomination: "Pam does what needs done, and with a smile. She's stepped up and helped with Steve's duties since his surgery. She knows the program, and works well with the youth by being a positive role model, picking her battles, and just using good common sense. I appreciate her willingness to help."

Pam was presented with a certificate acknowledg-

ing this recognition and Chamber Bucks valued at \$20 along with the pick of the parking spot of her choice for three months.

Please join us in congratulating Pam on this well deserved recognition!

All employees are welcomed to nominate a co-worker for Employee of the Quarter. The nomination forms are located on the Share drive in the Forms folder.

January is

- Be Kind to Food Servers Month
- Celebration of Life Month
- Clean Up Your Computer Month
- Blood Donor Month
- Soup Month
- Stay Healthy Month
- Human Resource Month
- Walk Your Pet Month
- Shape Up Us Month
- Oatmeal Month

1/19 Martin Luther King, Jr. day

Popcorn Day

1/24 Belly Laugh Day

1/28 Fun at Work Day

Data Privacy Day

1/31 Backward Day

GOOD CATCHES BY THE NUMBER BY GRANT JOHNSON

Well, we made it through another year at HRC while trying something new in 2014 with our Good Catch Award. Over the course of the year, we asked staff to nominate their co-workers for demonstrating the selected monthly topic. Participation for the year was great and every month had someone nominated for the good catch award. Kingly prizes

were awarded and staff received some real world education all at the same time so I would say that our Good Catch was a big success last year! We are still deciding what direction to take the good catch in 2015 and will keep everybody updated following our meeting later this month. Here are some numbers I'd like to share with you from our Good Catch

Data!

- We had a total of 560 entries for 2014!
- Total number of staff participating was 76! That is 77% of all staff who work at HRC!
- The most participants and entries were in November's Ultimate Survival with 191 entries and 31 individual participants!

YOU DID IT, DR. ZOUCHA! DIPLOMAT OF THE AMERICAN BOARD OF ADDICTION MEDICINE — CONGRATULATIONS!



BY MARJ COLBURN

I always go back to the last article I wrote for News and Views to see if there is anything I need to follow up. The last one I wrote was in November, and starts out, "It's hard to believe it is fall already". WOW! Time really does move on while you are busy doing other things.

We are definitely into winter now. We are grateful there hasn't been a lot of snow to shovel and move around, although I keep hearing "we need moisture!". The heat in the Ad. Bldg. and in Bldg. #3 both took a dive for a few days each, but Maintenance has been able to get things back up and running, for which we are most appreciative!

Since my last article, Dr. Judson has completed his tour of duty with HRC. He does retain privileges at HRC in the event Dr. Buchta goes on a six week cruise to the Bahamas or something, and we need coverage in Psychology.



The architects are finalizing their plans for Building #3. During their last meeting on campus in mid-December we were looking at flooring, carpeting, and finishing for different areas within the building. My understanding is once all of the fine details are figured out, the work goes out to contractors for bids. That process will take some time, so the current guesstimate is Spring 2015 before we see some actual work getting started in the building. The Kitchen continues to be the main priority for completion. Money for the project is coming in very tight, so there is internal work and some upgrades we will be completing with our own crew and not

through the contractors.

The proposal for the 200 bed Correctional Facility on campus went to Governor Heinemann and the Legislature in mid-December also. Other than the article in the Hastings Tribune that it had been completed and submitted, I haven't heard anything further about it at this point.

The census is going up and we are almost up to 24 young men – yeah! We are glad to have the therapist crew on board and getting up to speed with youth and families so we can keep those numbers going up, and shoot for being full all of the time.

We continue to have Law Enforcement in the vacant buildings on campus. They are appreciative of the opportunity to have a space to train, and their presence on campus has been good for keeping things under control. With Spring coming, they are planning some of their larger trainings, and will have their drug dogs on campus too. It's always nice for us to have them take the dogs out for walks in some of the youth areas on campus.

Scot Adams last day as the Division Director was January 7, 2015. Sheri Dawson, Deputy Director for Behavioral Health, will be serving as the Acting Director until a replacement for Director Adams is found. Ms. Dawson will have access to the campus as Director Adams did in the past.

We received and submitted the application to retain our Child Caring



License which was due to expire on January 5th. The process has changed since last year. We are required to renew the license annually instead of every two years, and we will no longer have announced surveys to review documentation and policies. We anticipate them being on campus sometime in the near future.

Our budget looks good to this point for the year, so we will try to spend some of that money for furniture and fixtures for the newly renovated building. There are some items we will need as spaces have changed in the renovation plans, and what we have on hand is sometimes much larger than what we will have space for in the future. We are looking towards more open spaces on the new units, so that means more cupboards and cabinets that will need to be locked for security reasons.

We are looking at lots of changes in 2015. We have a new Governor, and will have a new Director for the Division of Behavioral Health. Contractors will be selected and work on the building will begin. We will hear something about the feasibility of the Correctional facility being located on the campus. Lots to look forward to, and lots to manage. I'll do my best to keep you informed of what is happening and what the impact is to us, and the HJCDP program.

CHANGE FOR HOPE BY GRANT JOHNSON

In December, all staff at HRC were asked to donate their spare change as a way to honor Rochelle Dixon, a therapist here who passed away in August. Rochelle worked at HRC for 16 years as a social worker and therapist. We decided that all the change we collected would be donated to the American Cancer Society in memory of Rochelle. The campaign started out great and continued to grow throughout the month. I had originally set a goal of \$150 and we had that beat halfway through the month! I then bumped the goal up to \$200 and we had that beat 7 days later. Finally the goal was set to \$250 and on De-

cember 31st we went over by \$29 to finish with \$279! The amount of support that we received for this campaign to honor Rochelle was amazing! Nearly every day there was some change or a few bills left in the collection can! This is an amazing feat for HRC and shows how much people really cared about Rochelle. I would like to thank Marnie Benson for making the poster that kept track of our progress and Carolyn Johnson who kept me informed when there was change being donated. I have made the donation to the American Cancer Society and have posted the donation card outside Carolyn's

office.



Thank you again to everyone who donated to honor Rochelle!

HOUSEKEEPING NEWS BY MARY ANN KOCH

The end of 2014 had us busy working on the units while the census was low. Everything got a once over and fresh wax to brighten things up. The upholstered furniture in the rock foyer area got shampooed. The marble walls got washed and a coat of polish to go with the freshly painted walls, and beautiful art work. When the weather warms we will be waxing the rock foyer. We will have to do this at night, due to all the traffic

during the day. We enjoyed the Holiday activities with the staff and youth and wish us all great things in 2015!

I found this poem that sums up the weather we have been having and wanted to share it with you all:

It's winter in Nebraska,
And the gentle breezes blow.
Seventy miles an hour,
At twenty-five below.

Oh how I love Nebraska,
When the snows up to your b_ _ _ .
You take a breath of winter,
and your nose gets frozen shut.
Yes, the weather here is wonderful,
So, I guess I'll hang around.
I could never leave Nebraska,
Cause I'm frozen to the ground!

MAINTENANCE UPDATE BY GARY PEISIGER

The heat is on, but we have been experiencing some problems keeping it on. Building 3 and Building 5 both needed minor repairs to maintain the correct temp. It was either too hot or too cold. We have been lucky with little snow fall, so far.

The tree service came out one day and cut up three large trees damaged by the wind storms, but there

are many more to remove. Hope to see them back when it warms up.

The Department of Administrative Services, Building Division, has started a new work order process system. This system will be able to track the amount of work and material expenses to maintain the buildings. If a certain piece of equipment has required weekly or monthly

repair or parts replacement, that equipment will be considered for replacement. The system also documents all preventative maintenance performed on equipment. The system has been implemented in all the State facilities.

GOOD CATCH FOR DECEMBER BY MARJ COLBURN

Eight HRC staff were nominated for their Acts of Random Kindness in December. Heather Sidders and Carol Staples were voted by our judging panel to have the best "kindness". The voting was actually a tie between the two, with the tie-breaker putting Carol in the lead. Carol was nominated for taking her own personal time to come to Hastings and sit with a co-worker whose husband was in the hospital having a procedure done, so the co-worker did not have to sit alone. Heather was nominated for her service to the community in preparing and serving Thanksgiving Dinner to 80 people at the Kenesaw Fire Hall,



being a Girl Scout leader for seven years, organizing a giving tree for residents of Haven Home, and teaching Sunday School.

Other Acts of Random Kindness that were reported were:

- Pouring water into holes in the concrete so the birds and squirrels could get drinks while eve-

rything was frozen over.

- Covering for co-workers so they could attend the Manager's Tea and helping to carry in groceries.
- Helping a young mother going through some tough times and being a secret Santa for someone who didn't sign up for it.
- Being happy and helpful to a new employee, helping to set up an office and making others feel welcome by greeting them every day.
- Taking the time to find a better storage space for copy paper.
- Helping someone get out of their ugly sweater.

Thanks to everyone who participated!

NEWS FROM HUMAN RESOURCES BY CAROLYN BROWN

Welcome, 2015! Let's start out the new year by getting ourselves ready for the tax season. It will soon be time to get your W-2 for 2014. There will be an email sent out that will alert us the 2014 W-2s are ready to view and print online. You can also go into Self Service and view past years W-2s and print them out. You can view your W-4 and make sure it is as you want it for 2015. If you do need to make a change for 2015, stop down at HR and we can give you a blank form for 2015. Once you fill out the

new form, it will need to be sent to your payroll person in Lincoln.

This is a good time to go into the Payroll and Financial Center, self-service and check your paystub. It is the employee's responsibility to report any errors that are showing up on your stub. If you see something you question, please contact Pam Bretos (payroll contact) immediately. Check out your hourly rate of pay, sick and vacation leave balances, as well as your deductions. It is a good policy to know exactly

what your leave balances are at all times.

Human Resources wishes you all a very Happy New Year!



CELEBRATING SOUP and OATMEAL MONTH

Share your favorite soup or oatmeal dish (cookies, muffins, cake)
whatever they may be!

TUESDAY, JANUARY 27

11:30am - 1:00pm

ROOM 007



A THREE-PEAT FOR THE “KING OF CONTRABAND”

BY GRANT JOHNSON

Travis Harms has repeated as HRC's top contraband finder for the 3rd straight year. Travis defended his title honorably again this year, and although his numbers were down this year, he still managed to finish on top again. Travis was closely tailed by Brett Hopkins who finished one item behind, and myself who finished two items behind. I did a breakdown of our contraband numbers and found out we averaged one contraband item for every 6.75 days compared to 2013 where we averaged one item every 5.44 days. Those numbers are pretty close to each other even though we had a lot fewer youth this year than last.

The top 10 list of contraband finders is also a lot closer than it has been in years past. I believe this is proof that we have many staff looking for contraband, and not just one or two staff. I think this is due to Travis' continued training that he does yearly by getting people involved in the search process, making them feel more comfortable with searches, and answering any questions staff have about searches. Travis has had a banner year this year by becoming a DHHS Supervisor of the Year, Employee of the Quarter, and now the Harms Award Winner (yes he won the inaugural award named after him this year). So if you see Travis in the

halls be sure to tell him congratulations for an exceptional year and yet another successful year in finding contraband! Also, I challenge all staff at HRC to keep their eyes open for contraband and keep our facility as safe as it can be by keeping contraband out!



NUTRITION SERVICES NEWS

BY JEAN LUTHER

We made it through the holidays with only minor bumps. The youth have contributed to some of the holiday meals by preparing items in the Pre-Vocational Classroom. Carolyn helped make the dressing and pumpkin pies with the youth a couple of days before the event. There were two turkeys cooked on Thanksgiving Day plus a lot of side items, and as there is never enough oven space, the ovens in the kitchen building were used for the meat. Leftovers were reheated and served for the supper meal.

Christmas was a bit simpler with the youth making pot roasts in crock pots, cake, mashed potatoes, and gravy. Kitchen staff helped with the preparation and served extra items at lunch,

and served a supper meal of Wisconsin cheese soup and cold cut wraps. This worked out great and the youth seemed to appreciate having something different.

We are still using the old menu with the three week cycle, but are in the planning stages of a new menu with some items in which the youth have expressed an interest. The new menu will be a four week cycle, and will stay the same year round with a few changes for spring and/or summer.

The plans for the new kitchen in Building 3 are exciting, and will lessen the work load as there will be no travel back and forth in the tunnels from building 15 to 3, and all of the food will

be prepared in 3. We are all looking forward to that time. It will make it easier for the support services staff also who help with department paper work.

We are trying some new items in the cafeteria. One of the snack items is sending some homemade granola with the yogurt cups. They were not well received prior to this, but we're hoping this will make it more palatable. We may also be eliminating some of the snacks that the youth aren't fond of eating.

I hope there are some things we are doing, and can do in the future to make their meal experiences more enjoyable. Food is a big part of their life, and we want to make it a more positive part of their time here.

YOU'RE A WINNER

- Thanks to Josh for helping me carrying in "groceries" on Christmas Eve Day. *Sandra*
- Thanks Gary, for getting the ice moved off of our sidewalks and steps for staff safety. *Marj*
- Thanks Jean, and Kitchen staff for managing the cinnamon rolls for the Chili Cook-Off. *Marj*
- Special thank you to Tracy, Chris and Vicky for helping to prepare lunch on Christmas for the youth. And again to Tracy, Chris, Vicky and Shannon for

helping clean up afterwards. The youth took their time eating then visited for about one hour. *Steve*

- Thanks, sunshine, for FINALLY showing up! *Marj*



CHANGE FOR HOPE BY JOE TYE, VALUES COACH, INC.

You will never see a 300-pound jockey win the Kentucky Derby. Likewise, it's hard for you to "win" the derby of life if you are hauling around the dead weight of emotional baggage.

Whenever I hike in the Grand Canyon, I pick up an ugly rock (I once had a geologist tell me that there is no such thing as an ugly rock!) and stick it in my backpack to represent some emotional baggage that I want to leave behind when I hike out.

I've adapted this little ritual, and it is now included in some of our courses on values-based life and leadership skills. On the first day of a multi-day class I'll dump a pile of ugly rocks at the front of the room and invite participants to pick one up, and let it represent some painful emotional baggage that they would love to set aside and walk away from.

On the last day of the class, people are invited to leave their rock at the front of the room and, if they wish, tell the rest of the class what that rock represents. I then commit to hauling those rocks off into the wilderness so they will never be seen again.

I have seen amazing, and in some

cases miraculous, things happen when people do this exercise in good faith. I've heard from people who have left behind ancient memories of child abuse, rape, and bullying; who've overcome the fears that have prevented them from taking action to start a business, change jobs, go back to school, or confront a toxic relationship; who have lost weight, quit smoking, and in at least one case broken a longstanding drug addiction.

Why is it so hard to set aside emotional baggage? Well, for one thing it's invisible — and how do you set aside something you can't see?

By creating a metaphor — letting the rock represent the heavy weight of that emotional baggage — you give a sense of tangibility to what was heretofore invisible. I call it "metaphorical visualization."

When that fear, that old grudge, that poor self-image, that ancient memory—whatever emotional baggage you've left behind — tries to worm its way back into your life (and you can be certain that it will) you can now recognize it for what it is: the rock that you left on a cairn at the front of a conference room, and which is now buried in a hole somewhere out in the wilderness.

It makes it much easier to change your emotional state from negative to positive.

If some emotional baggage is preventing you from taking action to achieve your most important goals, and from acting in ways that cause you to be your best self, why don't you give this a try.

Pick up an ugly rock and carry it around for a week or so. Define the specific emotional baggage that it represents — you can even give your rock a name (one person called his rock Hideoso because it was so hideous).

Carry it in your back pocket so that every time you sit down it hurts, reminding you of the pain being caused by that emotional baggage. Then after a week or so, or whenever you're ready, have a ceremony where you leave that rock behind. Drop it in the river, bury it in your backyard, hike up into the mountains with it.

And whenever that baggage tries to worm its way back into your life, visualize the rock and remind it, and yourself, that what you're seeing is really only a ghost, because the real thing is interred out there in the wilderness somewhere, and tell it to be gone.

UPDATE ON DISASTER DRILL REVIEW & TRAINING BY JEAN LUTHER

The Power Point training on the review of the disaster drill held in September, and the changes made have been presented to all staff. It is important for all staff to know their roles during a disaster and how they can effectively respond. An organizational chart with all departments and staff members was presented, and hopefully everyone will know their roles when a disaster

happens. The Youth Security Supervisors have been in the position of being an Incident Commander during fire drills and alarms, and also when there are snowfalls or snow storms.

The training process for being an Incident Commander during a disaster has begun with the Youth Security Supervisors. It includes set-

ting up an Incident Command, and the steps they need to take to ensure the safety of youth and staff when a disaster occurs. We are taking a step-by-step approach, and then we will perform the drill again. And maybe again.

HITTING THE PAUSE BUTTON BY RON CULBERSON, MSW, CSP, CPAE

One of my favorite aspects of watching a movie at home is the pause button — well, that and the fact that my popcorn costs less than an ounce of gold. The reason I like the pause button is that it allows me to stop the movie to get a drink, to go to the bathroom, or to rewind the movie if I want to watch something again. I remember watching the dinner scene in *The Nutty Professor* at least seven times.

But what if there were a pause button for life? A device like this would allow us to pause when we see an amazing sunset, or when we need just a few more minutes with our kids before they go off to college, or when we see Heather Locklear in an airport. OK, maybe *that* pause button is just for me.

Beyond that, though, the pause button would help us take a break from perpetuating the onslaught of negativity that seems to be consuming us.

As I go into the new year, I'm committed to hitting the pause button on negativity with a bit more regularity. I'm not suggesting that I use the pause to ignore injustice, to escape responsibility, or to squelch the freedom we enjoy to express ourselves. Instead, I simply want to pause before responding to others, so that I do so with more under-

standing, more compassion, and more respect.

In the recent months, we've seen reports of terrorism, abuses of political power, doubts in our criminal justice system, and acts of cyber warfare. But what concerns me beyond the toxicity of these problems is, the poisonous language found throughout our media channels. It's not enough that we must watch, in horror, as humans treat other humans so inhumanely, it seems we must also watch as anonymous bystanders criticize or malign others just because they can. It's as if words of encouragement are no longer in vogue, but have simply become vanilla ice cream in a jalapeno-basil-sherbet world. The media seems to suggest that positivity is "not what the people want."

I recently read that a Russian newspaper decided to print only positive stories. Subsequently, they lost over 60% of their readers. I realize that printing only positive news meant that this particular news service wasn't printing all of the news, and perhaps that's what led to the drop in readership. But, I also think the drop is indicative of our collective desire for controversy.

So, during the next twelve months, I want to hit the pause button by taking a break from the harshness

of our world and spending more time appreciating the many positive events, people, and experiences I encounter. And perhaps by my writing about this, I'm suggesting that you consider this approach as well.

Here's how I think this would work.

Instead of posting a note on Facebook about how I missed my flight and was burdened by three more hours in the United Club Lounge waiting for the next flight, perhaps I should hit the pause button on my rant and consider that there are people waiting for flights to attend the funeral of a loved one and their burden is probably a bit heavier than mine.

Instead of griping about how the rich just keep getting richer, perhaps I should hit the pause button and make sure that I am using my privilege and wealth to do good. Rich is not always defined by money.

A home movie can be paused. Real life is harder. It takes discipline to hit the pause button when we're caught up in the fast-forward speed of life. But, when we do take a break and look around, we will see more beauty than ugliness. Let's see if we can hit the play button on positivity more than we have. Once we do, I believe it *will* give us pause.

HISTORY OF REGIONAL CENTER QUIZ ANSWERS BY MARJ COLBURN

1. What state treated Nebraska residents prior to the building of any of the Regional Centers in Nebraska? **Iowa**
2. Which one was the first Regional Center? **Lincoln**
3. The first patient was admitted into that Regional Center in **1870**.
4. What amount was appropriated by the Legislature to build the first Regional Center? **\$50,000**
5. In what year did the Legislature approve the building of HRC? **1887**
6. What condition was placed on the city of Hastings in order to be considered as a site? **They had to donate 160 acres of land.**
7. What was a requirement to being hired at HRC when it was first opened? **You had to be single.**
8. What was the original front line staff salary? **\$18 a month**
9. What was the original schedule for time off from work each month? **1/2 a day each month**
10. Approximately how many people are buried in the HRC Cemetery? **1300**

CELEBRATING YOU

MAINTENANCE APPRECIATION DAY JANUARY 16



HRC appreciates Jean, Jerry, Dean, Dennis, Gary and Steve for all the heating, air conditioning, plumbing, carpentry and general repair work you do. Thank you!

THANK YOU!
THANK YOU!
THANK YOU!



HUMAN RESOURCE MONTH



Randy, LaDene, Carolyn and Wanda (not pictured) promote our productive work force. Thanks for all you do!

Everything happens for a reason . . . Sometimes good things fall apart so better things can come together. *Marilyn Monroe*

WANTED BY CHRIS MARTIN



Members to join in on the 10,000 Steps A Day Club. It's that time of year again when we typically set our New Year's Resolutions, and on behalf of the Wellness Committee I invite each and every one of you to join the 10,000 step a day club.

There is a signup sheet in the copy room of Building 3. The guideline for this is that you track your steps for a week at a time and then log them on the poster in the copy room. There will be prizes throughout this event.

So, let's get to steppin' folks to a healthier you!

NOVEMBER GOOD CATCH ULTIMATE SURVIVOR RESULTS

Employees submitting answers to the Ultimate Survivor Challenge scored as follows:

Heather S.	15 correct answers	1st Place Prize
Cheri D.	13 correct answers	2nd Place Prize
Kris H.	12 correct answers	3rd Place Prize
Robin A.	11 correct answers	
Brooke W.	10 correct answers	
Pat A.	10 correct answers	
Carolyn J.	10 correct answers	
Taylor K.	10 correct answers	
Drew S.	9 correct answers	
Jean L.	9 correct answers	
Micki S.	9 correct answers	
Carmen N.	9 correct answers	
Chris M.	8 correct answers	
Greg Z.	8 correct answers	
James S.	7 correct answers	
Connie J.	7 correct answers	Dr. Zoucha 2 correct
Sue C.	6 correct answers	Jeri C. 2 correct
Brett H.	6 correct answers	Sam M. 2 correct
Kay H.	6 correct answers	Dean S. 1 correct
Travis H.	5 correct answers	Kathy S. 1 correct
Diane Pl	4 correct answers	Lisa H. 1 correct
Dr. Buchta	4 correct answers	Paula T. 1 correct
Peg M.	4 correct answers	Shelley O. 1 correct

Thanks for participating and we hope you enjoyed it!



Wall quotes and a tribute to honor Martin Luther King, Jr. were created by Marnie Benson. Check it out in the lobby area across from the Switchboard. Nice job, Marnie!



HRC EDITORIAL BOARD

Corinne Jensen, Editor – 3127 Marj Colburn, 3166
Carolyn Brown, 3295 Cheri Delay, 3223
Linda Weber, 3255 Jean Luther, 3383
Grant Johnson, 3342

It is the policy of the Editorial Board to attempt to print any article that does not attack another person. The Editorial Board reserves the right to edit articles for size & content.

AA/EOE/ADA

WE HAVE A TIE!



Carolyn Johnson and Cheri Delay each missed one question on the History of the HRC Quiz. Carolyn incorrectly answered the amount of time off from work, while Cheri missed the original front line salary. Here Marj Colburn presents them with a prize.

QUICK & EASY TACO SOUP



Open, drain, rinse one can of pinto, black and kidney beans and corn. Add 1— 2 pounds of browned, lean ground beef or chicken. Cook on medium heat for 30 minutes and enjoy. Can top with shredded cheese and serve with tortilla chips.

EMPLOYEE IN THE SPOTLIGHT

PHOTO & STORY BY GRANT JOHNSON

This month I got to sit down with one of our employees who a lot of people on campus don't see on a regular basis, our own Senior Stationary Engineer, Jerry Dierfeldt. Jerry works in the power plant on the south end of campus and isn't seen very often over here in our building. I started out by asking Jerry a little about his state work history, and he told me he has been working for the state since 1998, and came to HRC in 2002. When he started out at the power plant he had two other co-workers who eventually left and



their positions were never filled, so that left just Jerry (with Gary and Steve's help) to run the power plant. Jerry said that his day typically consists of running daily tests on the boiler, hot water heater, condensate return and tap water. He also takes readings for pressure, temps, and usage to make sure everything is running good. I then asked Jerry to tell me one thing he does that people aren't aware of and we concluded that just about everything he does over in the power plant is un-

known to most of us at HRC including myself! Jerry is a licensed water operator and runs monthly and yearly tests on the wells for the state. He also works with Gary on water quality report once a year and you can find that report in the front foyer of building 3. Jerry said working with all the wonderful people at HRC has been his most memorable moment since he joined us and he jokingly told me he still has fun cleaning the lift station (ask him about this wonderful task if you want to know more)! I finished by asking Jerry for some advice to our new employees at HRC and he said. "Listen to your co-workers who have many years of experience and do your best to get your job done." I couldn't agree more with him! If you happen to see Jerry be sure to thank him for all the work he does behind the scenes to keep HRC functioning!